Teacher Feedback
November 2, 2020

Stakeholder Feedback Working Group
Presentation Overview

Teacher Feedback Strategy
- BOY-MOY-EOY Monthly PD feedback

BOY Teacher Feedback Presentation
- BOY – September Teacher Survey Focus
- October PD Feedback trends

Lessons Learned
- Support needs
- Modality preferences

Looking Ahead
- November PD Common Questions
- MOY Teacher Survey Next Steps
Teacher Feedback Strategy:
BOY-MOY-EOY Surveys

A Teacher Survey asked of every teacher in the district designed to focus on how teachers are navigating, mastering, and adapting the virtual learning environment to meet the needs of their students.

The aim of the posts will progress over time seeking feedback on the four levels of evaluation:

• Level 1: Reaction & Feeling (Sept – Oct)
• Level 2: Learning & Mastery (Jan)
• Level 3: Behavior shifts (April – May)
• Level 4: Results/Impact (June)
Teacher Feedback: PD Exit Tickets

City Schools is hosting monthly synchronous and asynchronous professional development opportunities for school-based staff.

Each session requires an exit ticket/feedback survey.

These surveys will have common questions which allow us to take regular temperature checks on certain questions monthly.

Common questions align to Spring ‘20 Hanover Survey as well as BOY, MOY, and EOY efforts.
BOY – September Teacher Feedback Focus

Preparedness

Support at the beginning of the year

Perceptions of virtual instruction

Ongoing PD needs and modalities
Survey Respondents

- 867 respondents
- 14% response rate (based on approx. 6,000 teachers)

**Grade Level (N=868)**

- PreK: 19%
- K - 5: 50%
- 6 - 8: 26%
- 9 - 12: 22%
- Other (Please specify): 4%
- (Did not answer): 0%

**Content Area (Check all that apply) (N=868)**

- Early Learning (Birth- 5/Pre-K): 13%
- K-5 Core Content Areas: 22%
- ELA: 33%
- Math: 29%
- Science/STEM: 23%
- Social Studies: 20%
- Fine Arts: 7%
- Physical Education & Health: 4%
- World Languages: 3%
- Other (Please specify): 15%
- (Did not answer): 0%
Survey Respondents

**Which of the following best describe your ROLE: (N=868)**

- Traditional Teacher: 65%
- Special Educator: 16%
- ESOL Educator: 5%
- Para-Educator: 5%
- Other (Please specify): 10%
- (Did not answer): 0%

**How many years have you been with City Schools? (N=868)**

- (Did not answer): 0%
- More than 10 years: 53%
- 6 - 10 years: 17%
- 3 - 5 years: 12%
- 1 - 2 years: 9%
- This is my first year!: 9%
I know what it looks like...

I know what effective teaching looks and sounds like in a virtual learning environment. (N=868)
Thinking back, how prepared did you feel to begin virtual learning on September 8th? (N=868)

- 11% Not at all prepared
- 53% Somewhat prepared
- 32% Mostly prepared
- 4% Completely prepared
- 0% (Did not answer)
## Support to-date

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel supported by the Teaching &amp; Learning Office for my content area(s)/grade level(s)</td>
<td>7%</td>
<td>25%</td>
<td>52%</td>
<td>16%</td>
</tr>
<tr>
<td>I feel heard and supported by my school leadership</td>
<td>4% 11%</td>
<td>52%</td>
<td>32%</td>
<td></td>
</tr>
<tr>
<td>I have access to necessary supports from my school team and leadership</td>
<td>3% 11%</td>
<td>59%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>I have enough planning time built into the daily schedule</td>
<td>26% 27%</td>
<td>33%</td>
<td>14%</td>
<td></td>
</tr>
<tr>
<td>I have the resources I need to effectively teach my class in the online environment</td>
<td>5% 23%</td>
<td>57%</td>
<td>15%</td>
<td></td>
</tr>
</tbody>
</table>
It’s going pretty well...

When you think about your online instruction on an average day, how is it going?

1 Thumb = Not Well
5 Thumbs = Great: (N=868)

- 1 Thumb up: 2%
- 2 Thumbs up: 11%
- 3 Thumbs up: 43%
- 4 Thumbs up: 33%
- 5 Thumbs up: 9%
- (Did not answer): 1%
At this point in the school year, how comfortable are you facilitating whole group instruction in the online learning environment? (N=868)

- Not at all Comfortable: 3%
- Somewhat Comfortable: 27%
- Comfortable: 45%
- Very Comfortable: 24%

85% of respondents feel Comfortable or Very Comfortable using Zoom.

At this point in the school year, how comfortable are you facilitating small group instruction in the online learning environment? (N=868)

- Not at all Comfortable: 14%
- Somewhat Comfortable: 33%
- Comfortable: 37%
- Very Comfortable: 15%

81% of respondents feel Comfortable or Very Comfortable using Google Classroom.
What’s going well?

- Engagement and making connections with Students
- Engagement with families
- Creating engaging visuals and using tools better
What do teachers need?

- Significantly more planning time
- Shorter synchronized class schedules
- Clarity on plans for in-person instruction
- Additional support with using instructional platforms
- Tech support & reliable devices for both teachers and families
Feedback provided during October synchronous sessions echoed the same request...more asynchronous opportunities!

As we work to design ongoing PD to support you, what modalities are best? Check all that apply. (N=868)

- Synchronous sessions offered before school: 12%
- Synchronous sessions offered after school: 26%
- Asynchronous sessions available at any time: 81%
- Other (Please specify): 10%
- (Did not answer): 2%

Lower attendance in synchronous sessions also supports this sentiment.
Lessons Learned & Adjustments

• Adjusted November monthly professional development offerings to focus more on asynchronous opportunities

• Provide more frequent communications about professional development offerings each week to teachers and school leaders

• Ensure teams are posting the recorded synchronous sessions to support those needing asynchronous options

• As we reflect on virtual implementation the need for planning time has emerged in discussions for how we revisit schedules and models in virtual and hybrid learning

• Focus on supporting small group instruction
Future feedback

• November feedback surveys will include:
  • I know what effective teaching looks and sounds like in a virtual learning environment.
  • I feel more prepared NOW than I did at the beginning of the year

• MOY Teacher feedback Survey
  • MOY survey is also likely to explore greater comfort and mastery of online tools, instructional techniques, and engagement strategies
  • Pulling on questions asked in Spring ‘20 survey for MOY
  • May need to be tailored based on where we are in our re-opening strategy.
Questions & Feedback